

Disabled Workers' Conference Briefing 3 Delegates update

March 2022

Introduction

Welcome to this year's conference, which is being held online. We have a packed agenda this year which includes debates and motion voting, panel sessions and an online fringe programme.

Chair's role

The conference chair is responsible for keeping to the agenda of the conference. This includes ensuring delegates do not speak over the time limit. The chair has authority to take action in response to any complaint received or of their own initiative in respect of any delegate whose behaviour is deemed to be inappropriate on the conference floor. This authority includes issuing the delegate with an informal warning, preventing them from speaking in any debate or motion, excluding a delegate from all or part of the conference, or otherwise expulsion from conference. The exercise of the chair's authority is separate from any decision for any further action.

Conference site

Each delegate will receive a unique link to access the Conference site, this will come from CESJoinin and will be sent to you the day before Conference. Please check your junk folder if it has not arrived.

When delegates log in, you will see a video stream on the right-hand side of your screen with captions and a BSL interpreter. On the left-hand side of your screen will be instructions for the platform, documents for conference including the final agenda, and voting buttons. At the bottom of the right-hand side of the screen there will be a speech bubble - this is where you can message TUC staff with any tech queries or requests. You can also enlarge the video stream.

As the Conference site has the documents and live stream on the same page, if you are using a screen reader, you may want to review documentation ahead of conference starting. The site will be open one hour before conference starting and documents will have all been emailed in advance.

You can only have the Conference site open on one device at any time.

Speech to text link

<https://www.streamtext.net/player?event=TUCVirtualConferences2022>

Timetable

This year to work with an online format that allows for debate and voting but keeping in mind that online sessions can be very intense, we have taken a different approach to some aspects of conference.

Please refer to the final agenda for all resolutions to TUC Disabled Workers' Conference 2022.

Tuesday 22 March

- 1300 – 1320 Opening of conference and Chair’s address
- 1320 – 1345 First debate session of Disabled Workers Conference: Reasonable Adjustments (M2 and C1)
- 1345 – 1400 Break
- 1400 - 1430 First debate session of Disabled Workers Conference: Reasonable Adjustments continued (M5, M22, M6)
- 1430 – 1445 Address by Vicky Foxcroft MP for Lewisham Deptford and Shadow Minister for Disabled People
- 1445 – 1500 Break
- 1500 - 1545 Second debate of Disabled Workers Conference on ‘Covid-19’ (M7 and M8)
- 1545 – 1600 Break
- 1600 - 1700 Third debate of Disabled Workers Conference on ‘Pay’ (M1, M9 and C2)

Wednesday 23 March

- 1300 - 1320 President’s address
- 1320 – 1330 Address from Paul Nowak, Deputy General Secretary TUC
- 1330 - 1345 Fourth debate of Disabled Workers Conference on ‘Workplace’ (M12)
- 1345 – 1400 Break
- 1400 – 1410 Shirin Marker, Bindmans LLP on the National Disability Strategy
- 1410 – 1445 Fourth debate of Disabled Workers Conference on ‘Workplace’ continued (M13 and C3)
- 1445 – 1500 Break
- 1500 – 1510 Paola Simonetti, Director Equality Department ITUC
- 1510 – 1530 Fifth debate of Disabled Workers Conference on ‘Support’ (M16 and M17)
- 1530 - 1545 Sixth debate of Disabled Workers Conference on ‘Accessibility’ (M18)
- 1545 - 1600 Break
- 1600 – 1630 Sixth debate of Disabled Workers Conference on ‘Accessibility’ continued (M19 -M21)
- 1630 – 1650 Emergency motions

1650 – 1700 Results of nominations ballot and Congress motion

Additional Panel Sessions

Monday 21 March, 18.00-19.00

Accessibility as standard not as required: building accessible workplaces for all.

Online panel – registration required:

<https://www.tuc.org.uk/events/accessibility-standard-not-required-building-accessible-workplaces-all>

Thursday 24 March, 18.00-19.00

Invisible impairments: tackling workplace barriers.

Online panel – registration required:

<https://www.tuc.org.uk/events/invisible-impairments-tackling-workplace-barriers>

Order of Business

This order of business indicates the committee's attitude to each motion:

Support (S): In order to allow more time for delegates the Committee usually (but not always) waive their right to speak in a debate on a motion or amendment they support.

Support with Reservations (SR): If necessary, a Committee member will explain to Conference any reservations they may have on a motion or amendment they otherwise support. The union concerned is notified in advance of the Committee's reservations.

Support with Comment (SC): If necessary, a Committee member will explain to conference any procedural issues they may have on a motion.

Remit/Oppose(R/O): The Committee may ask remission of a motion before Conference. If the union will not agree to remit the motion a Committee member will speak in opposition to it. The union remitting the motion is allowed to speak to their motion but there is no debate or vote.

Seek withdrawal (SW): The committee may seek withdrawal of a motion from the submitting union. If the motion is not withdrawn, the motion will be opposed by the Committee. The union will not speak to the motion if the request to withdraw is accepted.

Oppose (O): A Committee member will speak on any motion or amendment opposed by the Committee

Leave to conference (LTC): The Committee do not take an attitude and conference votes on the motion.

Tuesday 22 March 1300 - 1700	
1300 - 1320	Welcome
	Chairs address
1320 - 1345	Reasonable Adjustments debate
Motion 2	Disabled Workers and Flexible Working S
Composite 1	Removing barriers to work protected accessibility gains post pandemic S
1345 – 1400	Break
1400 – 1430	Reasonable Adjustments debate continued
Motion 5	Reasonable Adjustments S
Motion 22	The Right to Reasonable Adjustments plus amend S
Motion 6	Menopause is a workplace issue S
1430 - 1445	Address from Vicky Foxcroft, Shadow Minister for Disabled People
1445 – 1500	Break
1500 – 1545	Covid-19 debate
Motion 7	Long COVID and Disabled Workers S
Motion 8	New Deal for Workers with Disabilities plus amend SC
1545 - 1600	Break
1600 - 1700	Pay debate
Motion 1	Defending Disabled People in Employment S
Motion 9	Decline of Employment, Pay, Terms and Conditions of Disabled People S
Composite 2	Using the Disability Employment Charter to make the National Disability Strategy deliver for disabled workers O
1700	Chair to close day 1 of Conference
Wednesday 23 March 1300 - 1700	
1300 – 1330	Welcome
	Presidents Address

	Address from Paul Nowak, TUC Deputy General Secretary
1330 – 1345	Workplace debate
Motion 12	Disabled workers active involvement in fighting discrimination S
1345 – 1400	Break
1400 – 1410	Address from Shirin Marker, Bindmans LLP
1410 - 1445	Workplace debate continued
Motion 13	Remove Unfair Fitness to Work Regulations S
Composite 3	Disability and Invisible Impairment Awareness in the workplace S
1445 - 1500	Break
1500 - 1510	Address from Paola Simonetti Director Equality Department ITUC
1510 - 1530	Support debate
Motion 16	Reforming Access to Work S
Motion 17	Food Insecurity and Mental Health S
1530 – 1545	Accessibility debate
Motion 18	Accessible parking bays in private car parks S
1545 – 1600	Break
1600 - 1630	Accessibility debate continued
Motion 19	Digital accreditation as a reasonable adjustment in sports journalism S
Motion 20	Accessibility under attack from public transport cuts S
Motion 21	HS2 S
1630 – 1650	Emergency motions
16150 - 1700	Results of Committee ballot and motion to Congress
1700	Chair closes day 2 of Conference

Fringe meetings

<https://www.tuc.org.uk/disabled-workers-conference-2022-fringe-events>

Exhibition

<https://www.tuc.org.uk/disabled-workers-conference-supporting-our-exhibitors>.

Speakers in debates

To facilitate debates and the business of conference we would appreciate being informed of speakers in advance.

If you would like to speak on a motion, please get in touch with your union delegation organiser, who can inform the TUC of your intention to speak. Speakers will be sent a separate link.

Motion vote

Voting on motions will be taken online via our delegate platform. Voting will be based on one vote per delegate.

Ballot

The ballot for elections to the Disabled Workers Committee will open at the start of conference on Tuesday 22 March and close at 1500 on Wednesday 23 March. An announcement will be made on Wednesday 23 March before Conference closes. Voting will be based on one vote per delegate.

Motion to Congress

The vote on which motion to submit to TUC Congress 2022 from the Disabled Workers' Conference will open at the start of conference on Tuesday 22 March and close on Wednesday 23 March once the last motion has been voted on.

An announcement will be made on Wednesday 23 March before conference closes. Voting will be based on one vote per delegate.

Recent motions to Congress are listed below:

2021: The economic impact of Covid-19: defending disabled workers' rights in current and post-Covid-19 periods

2020: Covid-19 and disabled workers rights

2019: National Independent Living Support Service

2018: Stop and scrap Universal Credit

2017: Accessibility of venue for the TUC Disabled Workers Conference

2016: Work Capability Assessments and links to suicide

Code of conduct for all participants – please ensure you follow at all times

The TUC is committed to organising activities at which everyone can participate in an inclusive, respectful and safe environment. The TUC has zero tolerance for any type of harassment, including sexual harassment. Aggressive, offensive, intimidating, disrespectful or unacceptable behaviour or comments will not be tolerated. This supports the commitment set out in the TUC's rules to promote equality for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination. This policy applies to all aspects of communication at or in connection with an event, including postings on social media. If you have any concerns about behaviour that you want to raise then please contact us by email: tucevents@tuc.org.uk

TUC Contacts

If you have questions or queries in relation to any aspect of the 2022 TUC Disabled Workers' Conference, please email: dwconference@tuc.org.uk